

FREMONT BOARD OF SELECTMEN**23 JUNE 2005****APPROVED 06/29/2005**

At 6:10 pm Chairman Cordes called the meeting to order. Present were Selectmen Gene Cordes, Donald Gates Jr, and Peter Bolduc; and Town Administrator Heidi Carlson.

Selectmen read through the mail folder.

OLD BUSINESS

1. Selectmen signed the bill of sale for the fire truck and police cruiser. The fire truck is due to be picked up on Sunday and the cruiser next week as well.
2. Selectmen signed a Memorial Day letter to Darrell Turner.
3. Selectmen signed outgoing response letters to Ron Nowe regarding vote on SB11; and to Attorney Cravens regarding LUCT for Cooperage Forest Subdivision.
4. The Board had follow-up discussion to a few weeks ago regarding the Governor's Forest Mobile Home Park. The Agreement with Mr Ferwerda indicates that he will have met certain performance deadlines and renewed his letter of credit prior to July 15, 2005. Selectmen want to meet with Ferwerda and the Building Inspector prior to that deadline.
5. Selectmen reviewed the minutes for 16 June 2005. Motion was made by Bolduc and seconded by Gates to approve them as written. This vote was unanimously approved 3-0.

NEW BUSINESS

1. Selectmen reviewed and approved the vendor manifest totaling \$20,767.66.
2. Selectmen discussed a verbal complaint received this week by Carlson from Fred LeClair regarding Charlie Moreno and concerns about the town forest timber harvest bid process.
3. Selectmen reviewed a letter from Claire Houston regarding a traffic hazard at the Merrill property. Gates recollected some information from several months ago when a similar complaint had been received. When Chief Janvrin arrived at the meeting, he indicated that the NH Department of Transportation said that if the truck was parked inside the telephone poles that it was outside the state right-of-way and parked on private property, for which there is no recourse. Chief Janvrin said that there was nothing he could do about it. A follow-up letter will be sent to Mrs Houston.
4. The Town has received the 2005-06 SRRDD grant award for recycling education materials in the amount applied for, of \$1,160.00.

APPOINTMENTS

Chief Janvrin came into the meeting at 6:45 pm.

Selectmen discussed with Chief Janvrin the junk accumulation at 397 Main Street on the Davis property. This led to some statute research by Chief Janvrin. He will proceed as allowed by statute.

With regard to the LeClair property and the Police Department's former shooting range on Red Brook road, an agreement was made with Fred LeClair to get the final reclamation work done on Thursday (today). Janvrin reported that this work was indeed completed today, by Fred LeClair and to LeClair's specifications. The highway department hauled out 160 yards charged out by LeClair at \$6.00 per yard loaded. Mr LeClair told Chief Janvrin that the work is now complete

FREMONT BOARD OF SELECTMEN

23 JUNE 2005

and will include a statement as such on the final invoice. This will conclude the Town's activity and responsibility at this site on Red Brook Road.

At 7:05 pm Kyle Murdock came into the meeting. He asked for the Board's consideration again about giving the "driveway" at 380 Main Street a private road name and renumbering all of the houses on it (378, 3820, 382, and 384 Main Street). He said that it is very confusing, and he believes, a public safety issue.

Murdock then discussed extreme reactions about the study committee, which he said came up at the most recent rescue meeting. Selectmen reiterated that this is being done at the request of the Budget Committee, in response to questions that have arisen, and that it will be good information for the Town to have.

Murdock said that the Rescue was created by warrant article, and said that any changes would also be done by warrant article, which the Selectmen have stated already several times. Murdock believes that even looking into the organizations requires warrant article action.

Richard Butler came into the meeting at 7:10 pm.

Murdock explained that he had questions about what the committee would be looking into. Cordes said that it is a study committee to look at the organization of each of the agencies, as well as if there is duplication of equipment.

Selectmen stated several times that no one has taken a position about whether it should happen or not, and that the sole purpose of the informational study committee is to gather information about the two departments.

Murdock said that he is only concerned about the morale of the Rescue Squad. He said that the members feel the Selectmen are indirectly telling them they are doing something wrong to even be looking at the issue. Selectmen said this is not the case. Murdock continued to say that this "inquiry" has created a huge problem at the rescue squad level.

At 7:15 pm Dick Heselton came into the meeting.

Gates explained again that the Budget Committee asked last year for the Selectmen to put a warrant article forward, and the Selectmen did not do that because no information at all was available then.

Murdock reiterated again that his only concern is for his people. Murdock said that he is here as a voice of the department, not his own personal agenda, though he does believe it will lead to no change.

Janvrin said that he feels we are losing track of the future, here, in that the time has come for Fremont to look ahead for the town and the time when there will be more of a need for a "combined" service for Fremont, in having cross-trained people on duty for the town during the day.

Murdock said he would like to be semi-involved in this process, despite the initial reaction of rescue members to completely dis-involve themselves in the study committee fully.

There was some question about Murdock's receipt of information pertaining to this, and he indicated he felt he had not received proper notice. Carlson explained some of the communication process involved, and Murdock had not received letters via US Mail as timely as others, nor had he received the email messages.

FREMONT BOARD OF SELECTMEN**23 JUNE 2005**

Selectmen said they wanted this to be objective, and that is why it is not fully one department membership or another, and not all made up of Budget Committee members. There is one representative from the Fire Department, one from the Rescue Squad, one from the Budget Committee, and two at large from the community.

Chief Heselton said that he did not feel there was outrage in his department regarding this matter. He said he personally was not in favor of it, and mentioned the recent issues in Milford NH with regard to their fire department and ambulance service.

Murdock asked the Selectmen to redirect it to take the "combining issue" out of the study committee role, and to tell the Board that this issue has caused problems within the Rescue Squad.

Murdock said that he felt the issue could have been handled better. He felt that the Budget Committee should have asked the departments questions last year when this arose. He felt that he and Chief Heselton could have simply answered the Budget Committee's questions and it would have settled the matter at that time.

Murdock said that personalities are one of the reasons that this study committee will cause problems. Murdock said that there are personalities that would be reasons to keep the departments separate as well as personality issues that would be reasons to combine the departments. He said the Selectmen do not know all that will "come out" once the study begins.

Butler, Heselton, and Murdock left the meeting at 7:35 pm.

At 7:35 pm Neal Janvrin met with the Selectmen regarding the recent hiring process. He asked for a non-public session to review the candidates with the Board. Motion so made by Bolduc and seconded by Gates to enter non-public session pursuant to NH RSA 91-A 3 II (c) to discuss personnel matters. The vote was unanimously approved 3-0.

Selectmen discussed the recent processes as well as a new personnel evaluation form and related information.

At 8:00 pm motion was made to return to public session by Bolduc and seconded by Gates. The vote was unanimously approved 3-0. Selectmen made no decisions and will wait until next week to make a decision on the full-time temporary (1 year) position.

At 8:00 pm Selectmen moved to the main hall to meet with the invitees for the Fire / Rescue Informational Study Committee. Present were were Richard Heselton, Kyle Murdock, Richard Butler, Brett Hunter, Kevin Zukas, Andy Kohlhofer, Neal Janvrin, and Selectmen Cordes, Bolduc, Gates, and Heidi Carlson.

Cordes outlined the Board's perspective on the reasons this committee was getting underway, including the Budget Committee's discussion from last budget cycle. Cordes read aloud the list of names of people invited to the meeting. All are here except Joe Delahunty and Bob Larson. Larson has indicated that he would like to be part of the committee but could not be here this evening. Delahunty has not been heard from as yet. Selectmen will send a letter to Delahunty as he was the moving force behind the Budget Committee's discussion last year.

Cordes outlined that the group should decide when and how often they would like to meet. Janvrin nominated Brett Hunter to lead the group and Butler seconded. Of the five members present (Butler, Zukas, Hunter, Janvrin, and Kohlhofer), all voted in favor of that. Janvrin then nominated Andy Kohlhofer to be the clerk of the group and being sure that information is

FREMONT BOARD OF SELECTMEN**23 JUNE 2005**

communicated to the Town Office for postings and such. Butler seconded this and it was again voted all in favor.

In terms of the Right to Know Law, Carlson outlined that the minutes of the meetings need to be kept on file at the Town Office and meetings need to be posted.

Selectmen returned to their meeting room at 8:15 pm. Carlson stayed to continue with minutes for the committee meeting (to be included with Selectmen's notes).

The Committee decided to hold their meetings at the Safety Complex. Thursday evenings at 7:30 pm was set as the time. The following schedule was established to start: Thursdays June 30, July 7, July 14, July 21, and July 28. At that time they will see where they are at and set future meetings.

Janvrin said that he thought the committee should first determine their goals. Heselton said that he felt that the status of the Rescue Squad needed to be determined. Murdock had the warrant article from the initial vote from 1984 from the squad's notes. He said the actual warrant article verbiage could be different, which can be determined from Town Reports.

Heselton said he remembers the year that the town was asked to purchase the first jump kit for the squad. There was discussion about its status as a private organization versus a town department. Murdock gave some further information in this regard. Murdock said that he believes it is a town organization because they have been receiving taxpayer dollars for some time.

Heselton said that Lisa Anderson (now Chamberlain) was one of the original founders and that she now lives in Hampstead. He thought she should be contacted for some of that founding information. Murdock believes that the association is a non-profit so that they have a way to fundraise. Murdock said it was chartered as an association, about the same time, with the NH Attorney General as a non-profit. Other founding members were discussed as potential information contacts.

Murdock said that all of the rescue equipment is town-owned, including vehicles, and that they are covered under the town's insurance umbrella. Anything that the association ever bought has been donated to the Town. He made similar references to the Fire and Police departments with regard to equipment.

Some of the other objectives: look toward the future needs of the Town, what is required for information; potentially making some recommendations based on some of the future forecasting for the town and its needs.

Kohlhofer explained some of the rationale behind the Budget Committee's questions of last year, when he served on that committee. He said that they questioned sharing of equipment and possible duplication of equipment, how that relates financially. Murdock said that he would like all of the specific questions about the equipment, etc. Heselton said he would like to see the Budget Committee members who have questions get involved in the fire and rescue service.

Janvrin said that longterm goals of both departments should be looked at, including manpower during the day at the station, considering the growth in Fremont. Heselton said that he thought combining the department would bring about sooner the necessity of full-time staffing. Murdock agreed with that.

Zukas said that everyone involved in the fire service now knows that it also involves medical services, that is just the way of the industry. He said that people who want to only do medical,

FREMONT BOARD OF SELECTMEN**23 JUNE 2005**

go to work for a private ambulance service because the fire service has moved in the direction of also providing EMS. It was felt unions have driven much of the combination of services. He said that several neighboring towns are not union, including Epping, Brentwood, Nottingham, and Kingston.

Murdock mentioned Exeter Fire, who carries five people on shift during the day and how their rotations and call staffing works.

There was discussion about what people want to do and what they have to do given the changing times and how the fields work.

Some general discussion ensued, and Carlson returned to the Selectmen's meeting in their offices at 8:45 pm.

Selectmen had been discussing use of OHRV's on town property. Carlson advised that further research had been done into the parcels acquired in 1980 with the NH LCWF grant. This includes parcels 4-9, 4-10, 4-11, and 4-12. The woman from NH Parks & Recreation is coming in July for the site inspection and is sending the town some information from the State's file on the grant application. There are also some grant guidelines and criteria received with the yearly information from NH Division of Parks & Recreation on the grant monitoring.

Chief Janvrin came into the board's meeting again at 8:50 pm. He discussed with the Board further, OHRV use on town property. He will further discuss it with his OHRV resident expert, Reese Bassett, as well as with NH Fish & Game Officer Tim Ascerno.

At 9:30 pm Richard Butler, Kevin Zukas, and Brett Hunter came back into the Board's meeting to see if they could speak with the Board in non-public session regarding a personnel matter. Motion was made by Bolduc and seconded by Gates to enter non-public session pursuant to NH RSA 91-A 3 II (c) to discuss a personnel issue.

At 9:45 motion was made to return to public session by Bolduc and seconded by Gates. No decisions were made by the Board.

NEW BUSINESS CONTINUED

5. Selectmen were given copies of a newly typed employee evaluation form for review. The template was taken from the one used by Rockingham County.

6. Carlson asked some questions about the Board's thoughts on a personnel policy. A template from NHMA as well as a neighboring town's version of that template have been obtained for reference and use. Selectmen said they would like to know the reasoning for the differences between the NHMA template and the Town of Nottingham's, and what thought process was for those changes.

7. Selectmen discussed the letter going out to Ron Nowe.

8. Selectmen asked Carlson to send a letter to Joe Delahunty regarding the study committee, encouraging him to participate in it, and to get back to the Board about whether or not he could do so.

8. Selectmen asked that the same memorandum sent last week to Chief Janvrin be sent to the conservation Commission for review and content, with regard to OHRV use on town-owned properties.

FREMONT BOARD OF SELECTMEN**23 JUNE 2005**

There was some discussion about the status of the revaluation and a meeting scheduled next week with Monica Gordon and the NH DRA representative Keith Gagnon.

NEXT WEEK

The Board changed their meeting date for next week to Wednesday June 29, 2005 at 6:00 pm. This notice was posted this evening and emailed to departments.

With no further business to come before the Board, motion was made by Bolduc and seconded by Gates to adjourn the meeting at 10:25 pm. The vote was unanimously approved 3-0.

Respectfully submitted,

Heidi Carlson
Town Administrator

C: HW PD FD RS EM BI PB SB HO